



UNITED STATES MARINE CORPS

MARINE FORCES RESERVE
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IN REPLY REFER TO:

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CMFR

SEP 20 2011

FORCE POLICY LETTER 09-11

From: Commander, Marine Forces Reserve

To: Distribution List

Subj: REPEAL OF DON'T, ASK DON'T TELL (DADT)

Ref: (a) ALMAR 036/11 DON'T ASK, DON'T TELL LAW REPEALED
(b) MARADMIN 532/11 MCBUL 5215. REQUIRED CHANGES TO MARINE CORPS DIRECTIVES TO IMPLEMENT THE REPEAL OF TITLE 10, U.S. CODE, SECTION 654, DON'T ASK, DON'T TELL
(c) MARADMIN 278/11 REPEAL OF DON'T ASK DON'T TELL TRAINING GOAL REMINDER
(d) MARADMIN 425/11 CERTIFICATION OF THE REPEAL OF DON'T ASK DON'T TELL (DADT)
(e) 10 U.S.C. § 654: US CODE - SECTION 654: POLICY CONCERNING HOMOSEXUALITY IN THE ARMED FORCES
(f) MARFORRES EQUAL OPPORTUNITY POLICY

1. On 22 July 2011, the President, the Secretary of Defense, and the Chairman, Joint Chiefs of Staff, transmitted a written certification to the Congressional Defense Committees informing them that the Department of Defense (DOD) was prepared for repeal of DADT.

2. Today CMC released ALMAR 036/11 and MCBUL 5215 providing direction for the repeal of DADT. As the Commandant has stated all along we will faithfully execute this law and will continue to treat each other with dignity and respect.

3. The four keys to successful implementation are Leadership, Professionalism, Discipline, and Respect.

a. Leadership. "Leadership matters most." Leaders at all levels of the chain of command set the example for Marines in the unit and must be fully committed to DoD policy to sustain unit effectiveness, readiness, and cohesion.

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b. Professionalism. Leaders must emphasize Marines' fundamental professional obligations and the oath to support and defend the Constitution that is at the core of their military service. In the profession of arms, adherence to military policy, and standards of conduct are essential to unit effectiveness, readiness, and cohesion.

c. Discipline. Discipline is that standard of personal deportment, work requirement, courtesy, appearance and ethical conduct, that inculcated in Marines, will enable us to singly or collectively perform any mission with optimum efficiency.

d. Respect. Unit strength depends on the strength of each Marine. We achieve that strength by treating each Marine with respect.

4. Sexual orientation is considered a personal and private matter. All Marines must be treated with respect and dignity. Marines will not be required to change their personal views or religious beliefs. They must, however, continue to respect and serve with others who hold different views and beliefs.

5. Leaders must ensure that Marines are respectful and do not refer to individuals or groups in a derogatory way. This includes gay and lesbian individuals as well as people who have moral or religious concerns with repeal, all of whom could be stereotyped in a negative way.

6. Uniform, dress and appearance standards are not modified with the repeal of the DADT. The Marine Corps will continue to enforce standards covering Public Displays of Affection and Unprofessional Relationships.

7. Marines will refrain from unwanted discussions of sexual desires, practices and experiences that could cause offense to others. These types of discussions are unprofessional and are not conducive to ensuring or maintaining a unit's morale, cohesion and good order and discipline.

8. All Marines will be held to the same standards of conduct. Harassment, bullying, or victimization of any kind, is unprofessional and will not be tolerated.

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9. Misconduct must be addressed quickly, appropriately, and in proportion to the seriousness of the offense. A leader's initial response may constitute a formal warning, official censure, or other disciplinary action. In particularly serious cases, or where an individual persists with or has a history of acts of social misconduct, formal disciplinary or administrative action could be taken.

10. Devotion to our values, our culture of mutual respect, and our obedience to lawful orders are reason why we remain the world's greatest military power.

11. I am confident that our Marines, Sailors and Civilian Marines will carry out this transition smoothly while respecting others and their beliefs. We are the world's best fighting force through your leadership, professionalism, discipline and respect.

A handwritten signature in dark ink, appearing to read 'S. A. Hummer', with a stylized, cursive script.

S. A. HUMMER

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